

PROCEEDINGS OF THE BROWN COUNTY ADMINISTRATION COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Administration Committee** was held on Thursday, February 27, 2014 in Room 200, Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Fewell, Supervisor Steffen, Supervisor Jamir
Excused: Supervisor De Wane, Supervisor Carpenter
Also Present: Sandy Juno, Kristen Hooker, Kevin Raye, Brent Miller, Maria Lasecki, Lynn Vanden Langenberg, Cindy Van Asten, Troy Streckenbach

I. Call to Order.

The meeting was called to order by Chair Steve Fewell at 5:00 p.m.

II. Approve/Modify Agenda.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

III. Approve/Modify Minutes of January 23, 2014.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

Comments from the Public. None.

1. **Review Minutes of:**
 - a. **Housing Authority (December 16, 2013).**

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Department of Administration/Technology Services

2. **2013 to 2014 Carryover Funds.**

Director of Administration Brent Miller stated that the carryover funds listed in the attachment to the agenda packet are tied to the LOGOS project and represent funds that had been allocated in 2013 but not used as the project is not yet complete. These carryover funds will be used to pay off the project upon its completion.

Motion made by Supervisor Steffen, seconded by Supervisor Jamir to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

3. **Discussion re: Fiber Project – NWTC opportunity and Green Bay Area Public School District opportunity – Network Support Manager Kevin Raye.**

Network Support Manager Kevin Raye reported that the fiber project with the Howard Suamico School District has been completed. He indicated that NWTC is currently looking for a second internet provider and approached Brown County last fall to provide fiber optic services, almost

identical to what was done at Howard Suamico. Raye will have more information on this next month.

Raye continued that the Green Bay Area Public School District also reached out to Brown County last fall as they had purchased several buildings that they would like to get connectivity to and they would also like to get WisNet for internet connection. He noted that many of these places wish to have a second provider to provide high availability internet. Discussions were also held regarding connecting six schools on the east side. Fewell asked if the maintenance costs would be similar to what they are in Howard Suamico as he felt they should be consistent across the board and Raye responded that it would be very similar. Raye continued that they are also interested in connecting some west side schools as well.

Fewell asked if there were associated costs with these projects and Raye answered that there will be costs, however those costs will be recouped and further noted that the Green Bay Public Schools and NWTC will have their money up front.

Supervisor Steffen asked what the original overall project cost was and Raye responded that the original cost was \$5.5 million dollars and of that, \$4 million was for Brown County. The City of Green Bay and the Green Bay Metro Sewerage District paid the rest. Steffen asked if they went into the project with the assumption that the County would have a few extra dark fibers that would then be rented out or leased. Raye responded that when the network was laid out, the Green Bay School District was a big player and then pulled out. They did not deviate their route because they thought that at some point the school district may be interested again. That money will help reduce some of the original costs of the network.

County Executive Troy Streckenbach stated that in order for our community to be competitive we need to have a more robust network system to allow not only our government agencies to have appropriate access in band width but also the appropriate gigabyte of information to flow through. He continued that the world is going global and the ability for the County to be able to reach the next generation is about the ability for law enforcement and first responders to be able to easily access cameras through the system that they can have a point of view of a building's contents. This requires an infrastructure and realizing that the cost of the infrastructure is going to be there we have to figure out ways to replace and maintain it when necessary and we need to pay for it upfront. The strategy is to put the extra money that is brought in into a maintenance fund so when these things start to come of age, determinations can be made as to the best use of the system and the maintenance funds. Right now for our climate and our region, fiber seems to be the best option and has the most stability.

Raye stated that he had recently received calls from a couple telecomm companies that may be interested in purchasing some of the access fiber that has been placed across the river. He also stated that they try to work with private companies in establishing public/private relationships.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

4. **GFOA Award of Financial Reporting Achievement for 2012 CAFR.**

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

5. **2014 Budget Adjustment Log.**

Motion made by Supervisor Steffen, seconded by Supervisor Jamir to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

6. **Director's Report.**

Director of Administration Brent Miller provided a written report, a copy of which was contained in the agenda packet. He also provided the Committee with a copy of an ordinance that will be considered at a special meeting to be held prior to the Executive Committee meeting on March 7, 2014.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Presentation

7. **Health Insurance Presentation – Cindy Van Asten, M3 Benefits Consultant.**

Interim Human Resources Director Lynn Vanden Langenberg introduced Cindy Van Asten from M3 to the Committee. Ms. Van Asten gave the Committee a Benefit Review packet and the pages that were discussed are attached to these minutes. Updates will continue to be given on a periodic basis. Tonight's presentation was focused on how the County did with regard to their health plan in 2013.

Fewell stated that he had spoken with Corporation Counsel on this previously and noted that he felt it was appropriate to have a discussion as to what they are dealing with in 2014; however, he felt that it would be inappropriate to discuss anything beyond 2014 at this point in time.

Fewell noted that the handout contained information for 2015 and Deputy Corporation Counsel Kristen Hooker noted that the 2015 portion of the handout should be removed or ignored in order to keep the playing field level in the event this is sent out for RFP.

Streckenbach stated that this is mainly an assumption that we are moving forward and the main purpose of this conversation is to focus in on where we started in 2009 and where the plan is now in 2013 with regard to performance. Streckenbach felt it was important to talk about the history and where we are at and it is also important to look at how the financial fund is doing.

Fewell explained to the Committee that as the Chair he is a stickler when the County is out of a contract and is operating on a month to month basis, that an RFP needs to be sent out to look at other options and vendors. He does not want to have a discussion on 2015 because at this time the County is on a month to month basis with M3 and if we were to go and bid this out, the only way for the process to remain true is to not talk about the future.

At this time Cindy Van Asten of M3 outlined the Health Plan Performance Monitor for 2013 and the Key Findings 2013 Benefit Compass Report.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Human Resources

8. 2013 to 2014 Carryover Funds.

Lynn Vanden Langenberg stated that the requested carry over funds are for projects that were not completed in 2013. She stated that a fair amount of this deals with the wage comparability study which has not yet been completed.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to approve. Vote taken.

MOTION CARRIED UNANIMOUSLY

9. Activity Report for January, 2014.

Steffen asked if these positions go to the Executive Committee. Fewell noted that the positions on the report are the hires and separations. The positions on the hire list have already been hired. When HR wants to fill a position, it goes through the Executive Committee for approval.

Steffen then asked why HR reports to the Administration Committee if the Executive Committee is the Committee that makes decisions with regard to employment of employees. Fewell responded that there is currently a communication before the Executive Committee with regard to establishing a personnel committee. Fewell stated that the Administration Committee receives the report of what positions have been vacated and what positions have been hired. If HR wants vacant positions to be filled, they are forwarded on to the Executive Committee for approval. Vanden Langenberg stated that the vacancies go right to the Executive Committee, but changes in the table of organization go through the parent committee and then on to the Executive Committee and finally to the full County Board for approval.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file.

Vote taken. MOTION CARRIED UNANIMOUSLY

10. Director's Report.

Vanden Langenberg thanked the Committee for the support she has been given during her time serving as the Interim HR Director. Fewell also thanked Vanden Langenberg for all of her time in the position and stated her hard work through difficult times was appreciated.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file.

Vote taken. MOTION CARRIED UNANIMOUSLY

Corporation Counsel

11. Monthly Report for January, 2014.

Deputy Corporation Counsel Kristen Hooker provided the Committee with updates on the Fred Mohr litigation as well as the Getmore litigation.

With regard to Getmore, Hooker was happy to report that the case has been dismissed from Federal Court due to a jurisdictional issue she uncovered. Getmore had used Federal Court to file its complaint, and with that there was a requirement that all members of Getmore, LLC live in a state other than Wisconsin. Hooker discovered through the discovery process that one of the members of Getmore had a residence in Wisconsin and she started to question jurisdiction. Getmore was forced to concede that they did not have diversity jurisdiction which resulted in the dismissal. Hooker continued that Getmore does have the right to refile the lawsuit in State Court, without diversity jurisdiction present, however she noted that Getmore is in receivership and as of this time she has not heard whether they intend to refile in State Court, but she also noted that

there is a six year statute of limitations. She noted that Getmore had originally sued for almost \$1 million dollars but they indicated that they would take about \$150,000 to settle prior to the case being dismissed. Steffen thanked and congratulated Hooker on her work on this case.

Hooker continued by providing the Committee with an update on the Fred Mohr lawsuit. She stated that a settlement has been reached in the amount of \$9,000 which is a huge reduction from the \$300,000 that Mohr originally asked for. She noted that the Circuit Court dismissed two of the original five counts filed by Mohr and at that point Mohr asked for about \$25,000 and it was then settled for \$9,000. The settlement agreement is now being drafted and will include a waiver of rights that Mohr would be unable to file any additional allegations.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Child Support

12. 2013 to 2014 Carryover Funds.

Child Support Administrator Maria Lasecki would like to have all of her unspent funds carried over to 2014.

Motion made by Supervisor Steffen, seconded by Supervisor Jamir to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

13. Agency Director Summary for February, 2014.

Lasecki stated her department is doing well and that incremental gains in performance measures will get them where they need to be. She also noted that the Supporting Parents Supporting Kids program is going well and they are in month four. She noted that they are seeing success stories but she does not have good firm numbers yet, however, she will keep the Committee advised in this regard. She also noted that Brown County is number one in the nation in meeting their targets under this program.

Motion made by Supervisor Steffen, seconded by Supervisor Jamir to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Treasurer

14. Resolution Designating Interim Treasurer for Brown County.

Motion made by Supervisor Steffen, seconded by Supervisor Jamir to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

15. Resolution re: A Special Election for County Treasurer.

Motion made by Supervisor Steffen, seconded by Supervisor Jamir to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

County Clerk – No agenda items.

County Clerk Sandy Juno stated that the first election with new equipment went well and her office has received positive feedback.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Other

16. Audit of bills.

Motion made by Supervisor Steffen, seconded by Supervisor Jamir to pay the bills. Vote taken.

MOTION CARRIED UNANIMOUSLY

17. Adjourn.

Motion made by Supervisor Jamir, seconded by Supervisor Steffen to adjourn at 6:45 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Recording Secretary

Administration Committee
Benefit Review
2014



Health Plan Performance Monitor Prepared for Brown County December 2013



I. REPORT PARAMETERS

- A. Medical Administrator: UMR
 B. Prescription Drug Administrator: Optum Rx
 C. Reinsurance Carrier: BP, Inc.
 D. Specific Stop-Loss Deductible: \$325,000

Employer Rates used for Calculating Health Premiums*:

Single \$543.48
 Family \$1,447.53

*Represents a weighted average of Actives and Retirees, both plans.

II. PLAN EXPERIENCE

FIXED COST ANALYSIS				VARIABLE COST ANALYSIS				ENROLLMENT				
	Provider Network Fees	Administration	Reinsurance Premiums	TOTAL FIXED COSTS	Medical Paid Claims	Prescription Drug Costs	Paid Claims over Stop Loss Deductible	TOTAL VARIABLE COSTS	TOTAL PLAN COSTS	Single Contracts	Family Contracts	TOTAL CONTRACTS
Month												
January 2013	\$21,485	\$58,897	\$41,263	\$121,644	\$1,201,332	\$259,950	\$0	\$1,461,282	\$1,582,927	429	918	1,347
February 2013	\$21,293	\$58,372	\$40,923	\$120,589	\$1,070,710	\$201,078	\$0	\$1,271,788	\$1,392,377	424	911	1,335
March 2013	\$21,421	\$58,722	\$41,086	\$121,229	\$937,378	\$226,797	\$0	\$1,164,175	\$1,285,404	430	913	1,343
April 2013	\$21,485	\$58,897	\$41,192	\$121,573	\$1,017,429	\$212,580	\$0	\$1,230,009	\$1,351,582	432	915	1,347
May 2013	\$21,580	\$59,159	\$41,254	\$121,994	\$1,252,654	\$274,597	\$0	\$1,527,251	\$1,649,245	439	914	1,353
June 2013	\$21,644	\$59,334	\$41,431	\$122,409	\$1,193,479	\$230,896	\$0	\$1,424,376	\$1,546,785	438	919	1,357
July 2013	\$22,314	\$61,170	\$42,845	\$126,330	\$1,021,180	\$239,327	\$0	\$1,260,507	\$1,386,837	446	953	1,399
August 2013	\$22,123	\$60,646	\$42,553	\$125,322	\$1,220,872	\$308,690	\$0	\$1,529,562	\$1,654,884	439	948	1,387
September 2013	\$22,043	\$60,427	\$42,600	\$125,070	\$1,075,158	\$254,373	\$0	\$1,329,531	\$1,454,602	429	953	1,382
October 2013	\$22,330	\$61,214	\$43,050	\$126,594	\$1,307,197	\$329,853	\$15,040	\$1,622,010	\$1,748,604	439	961	1,400
November 2013	\$22,410	\$61,433	\$43,170	\$127,012	\$1,371,804	\$261,298	\$90,054	\$1,543,048	\$1,670,061	442	963	1,405
December 2013	\$22,474	\$61,608	\$43,418	\$127,499	\$1,612,015	\$270,457	\$87,789	\$1,794,682	\$1,922,182	438	971	1,409
TOTALS	\$262,601	\$719,879	\$504,787	\$1,487,267	\$14,281,208	\$3,069,896	\$192,883	\$17,158,221	\$18,645,488	5,225	11,239	16,464

III. KEY INDICATORS

Average Single Enrollment: 435
 Average Family Enrollment: 937
 Average Total Enrollment: 1,372

Total Plan Costs: \$18,645,488
 Projected Plan Costs: \$19,108,471
 Dollar Difference: \$462,983
 Funding Loss Ratio: 98%
 YTD HRA Disbursements: \$78,760

Fixed Costs per Employee per Year: \$1,084
 Variable Costs per Employee per Year: \$12,506
 Total Costs per Employee per Year: \$13,590
 Total HRA Disbursements per Employee per Year: \$57
 Total Cost PEY including HRA Disbursements: \$13,647



Health Plan Performance Monitor Prepared for Brown County - Active Employees December 2013



I. REPORT PARAMETERS

- A. Medical Administrator:
B. Prescription Drug Administrator:
C. Reinsurance Carrier:
D. Specific Stop-Loss Deductible:

UMR
Optum Rx
BP, Inc.
\$325,000

Employer Rates used for Calculating Health Premiums*:
Single \$544.18
Family \$1,447.72
*Weighted average of Base and Voluntary plans.

II. PLAN EXPERIENCE

	FIXED COST ANALYSIS				VARIABLE COST ANALYSIS				ENROLLMENT			
	Provider Network Fees	Administration	Reinsurance Premiums	TOTAL FIXED COSTS	Medical Paid Claims	Prescription Drug Costs	Paid Claims over Stop Loss Deductible	TOTAL VARIABLE COSTS	TOTAL PLAN COSTS	Single Contracts	Family Contracts	TOTAL CONTRACTS
Month												
January 2013	\$20,336	\$55,749	\$39,892	\$115,977	\$1,131,959	\$242,117	\$0	\$1,374,076	\$1,490,053	371	904	1,275
February 2013	\$20,129	\$55,180	\$39,538	\$114,847	\$1,045,634	\$184,111	\$0	\$1,229,745	\$1,344,591	365	897	1,262
March 2013	\$20,241	\$55,486	\$39,686	\$115,413	\$854,051	\$208,248	\$0	\$1,062,299	\$1,177,712	370	899	1,269
April 2013	\$20,288	\$55,617	\$39,777	\$115,683	\$986,501	\$197,747	\$0	\$1,184,248	\$1,299,931	371	901	1,272
May 2013	\$20,352	\$55,792	\$39,811	\$115,956	\$1,212,595	\$253,449	\$0	\$1,466,045	\$1,582,000	376	900	1,276
June 2013	\$20,400	\$55,924	\$39,973	\$116,297	\$1,086,399	\$212,803	\$0	\$1,299,202	\$1,415,499	374	905	1,279
July 2013	\$21,086	\$57,804	\$41,426	\$120,315	\$991,325	\$222,349	\$0	\$1,213,674	\$1,333,990	382	940	1,322
August 2013	\$20,879	\$57,235	\$41,096	\$119,209	\$1,178,477	\$290,466	\$0	\$1,468,943	\$1,588,153	375	934	1,309
September 2013	\$20,783	\$56,973	\$41,080	\$118,836	\$1,039,457	\$231,254	\$0	\$1,270,711	\$1,389,548	366	937	1,303
October 2013	\$21,038	\$57,673	\$41,525	\$120,236	\$1,233,313	\$303,944	\$15,040	\$1,522,217	\$1,642,453	373	946	1,319
November 2013	\$21,118	\$57,891	\$41,645	\$120,654	\$1,327,581	\$237,293	\$90,054	\$1,474,820	\$1,595,474	376	948	1,324
December 2013	\$21,198	\$58,110	\$41,907	\$121,215	\$1,553,788	\$244,193	\$87,789	\$1,710,192	\$1,831,406	373	956	1,329
TOTALS	\$247,847	\$679,434	\$487,356	\$1,414,637	\$13,641,080	\$2,827,975	\$192,883	\$16,276,172	\$17,690,810	4,472	11,067	15,539

III. KEY INDICATORS

Average Single Enrollment:
Average Family Enrollment:
Average Total Enrollment:

373
922
1,295

Total Plan Costs:
Projected Plan Costs:
Dollar Difference:
Funding Loss Ratio:

\$17,690,810
\$18,455,503
\$764,693
96%

Fixed Costs per Employee per Year:
Variable Costs per Employee per Year:
Total Costs per Employee per Year:

\$1,092
\$12,569
\$13,662



Health Plan Performance Monitor Prepared for Brown County - Retirees December 2013



I. REPORT PARAMETERS

- A. Medical Administrator:
- B. Prescription Drug Administrator:
- C. Reinsurance Carrier:
- D. Specific Stop-Loss Deductible:

UMR
Optum Rx
BP, Inc.
\$325,000

Employer Rates used for Calculating Health Premiums*:
Single \$539.33
Family \$1,435.19
*Weighted average of Base and Voluntary plans.

II. PLAN EXPERIENCE

Month	FIXED COST ANALYSIS				VARIABLE COST ANALYSIS				ENROLLMENT		TOTAL CONTRACTS
	Provider Network Fees	Administration	Reinsurance Premiums	TOTAL FIXED COSTS	Medical Paid Claims	Prescription Drug Costs	Stop Loss over Deductible	TOTAL VARIABLE COSTS	Single Contracts	Family Contracts	
January 2013	\$1,148	\$3,148	\$1,371	\$5,668	\$69,373	\$17,833	\$0	\$87,206	58	14	72
February 2013	\$1,164	\$3,192	\$1,386	\$5,742	\$25,076	\$16,967	\$0	\$42,043	59	14	73
March 2013	\$1,180	\$3,236	\$1,400	\$5,816	\$83,327	\$18,548	\$0	\$101,876	60	14	74
April 2013	\$1,196	\$3,279	\$1,415	\$5,890	\$30,928	\$14,833	\$0	\$45,761	61	14	75
May 2013	\$1,228	\$3,367	\$1,443	\$6,038	\$40,058	\$21,148	\$0	\$61,206	63	14	77
June 2013	\$1,244	\$3,411	\$1,458	\$6,112	\$107,081	\$18,093	\$0	\$125,174	64	14	78
July 2013	\$1,228	\$3,367	\$1,420	\$6,015	\$29,855	\$16,977	\$0	\$46,832	64	13	77
August 2013	\$1,244	\$3,411	\$1,458	\$6,112	\$42,395	\$18,224	\$0	\$60,619	64	14	78
September 2013	\$1,260	\$3,454	\$1,520	\$6,234	\$35,701	\$23,119	\$0	\$58,820	63	16	79
October 2013	\$1,292	\$3,542	\$1,525	\$6,358	\$73,884	\$25,909	\$0	\$99,793	66	15	81
November 2013	\$1,292	\$3,542	\$1,525	\$6,358	\$44,223	\$24,005	\$0	\$68,228	66	15	81
December 2013	\$1,276	\$3,498	\$1,510	\$6,284	\$58,227	\$26,264	\$0	\$84,491	65	15	80
TOTALS	\$14,754	\$40,445	\$17,430	\$72,629	\$640,129	\$241,921	\$0	\$882,049	753	172	925

III. KEY INDICATORS

Average Single Enrollment:
Average Family Enrollment:
Average Total Enrollment:

63
14
77

Total Plan Costs:
Projected Plan Costs:
Dollar Difference:
Funding Loss Ratio:

\$954,678
\$652,968
(\$301,710)
146%

Fixed Costs per Employee per Year:
Variable Costs per Employee per Year:
Total Costs per Employee per Year:

\$942
\$11,443
\$12,385

Brown County

Key Findings: 2013 Benefit Compass Report

Key Findings

- Brown County's overall health care cost per employee from 01/01/13 – 12/31/13 was \$13,590 which is -17.8% below our Regional Benchmark of \$16,532. This is a 1.4% increase from last year's total cost of \$13,398. The rate of change is above the regional benchmark of 0.7%.
- 7 members incurred claims of \$162,500 or more (50% of the specific stop loss deductible) from 01/01/13 – 12/31/13 totaling \$1,999,519 or 11.5% of the total paid medical and prescription drug claims.
- Prescription Drug costs increased by 7.6% in the 2013 plan year up to \$2,238 per employee from \$2,080 last year. The cost per employee is 0.3% above the regional benchmark of \$2,232.
- Currently Brown County's employees contribute 20% for generic, 25% for formulary brand drugs, and from 25% to 35% for non-formulary brand drugs. The regional benchmarks for these copays are \$6 generic, \$18 formulary brand name, and \$38 non-formulary brand name drugs.
- Three of the top 15 drugs (by total plan cost) have generic alternatives available or generic alternatives available in the same therapeutic class.
- Prescription drugs Copaxone, Abilify, Crestor, Advair Diskus and Cymbalta, numbers 4, 7, 8, 9 and 12 out of Brown County's top 15 drugs, are scheduled to lose patent protection between 2014 and 2015. Generic alternatives could then become available at a lower cost.
- Employee monthly contributions for health coverage are above the regional benchmark for single coverage (10%) and above the regional benchmark for family coverage (11%). They are below the national benchmark for single coverage (18%) and below the national benchmark for family coverage (29%). Brown County's employees contribute 12% for single coverage and 12% for family coverage.
- Aurora Baycare Medical Center was the top provider for Brown County claims paid, accounting for 20.9% of all medical claims. The top twenty providers collectively accounted for 85.8% of all medical claims.
- 99% of all medical claims occurred within the preferred provider network, resulting in average discounts of 45%. Target in-network utilization is 85% of all medical claims.
- Brown County's overall Dental cost per employee from 01/01/13 - 12/31/13 was \$1,010 which is -10.2% below our Regional Benchmark of \$1,125.
- Employee monthly contributions for Dental coverage are below the Regional Benchmark for single coverage (22%) and above the Regional Benchmark for family coverage (11%). Brown County's employees contribute 7% for single coverage and 7% for family coverage.